

iNNOVORA

Volume 01 | Issue 02 | November 2023



OGUN STATE
BRANCH



9th
Annual
Conference

UNLOCKING
POTENTIALS



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Who Should Attend?

- C-Suite Executives
- Senior Managers
- Middle Managers
- Department Heads
- Team Leaders
- Emerging Leaders

Registration fee:

₦30K

Date: Fri. 16th - Sat. 17th Feb. 2024 | Time: 9am - 4pm daily

Venue: Friday - Virtual (Zoom) | Saturday - LCCI Conference and Exhibition Centre, Alausa, Ikeja, Lagos. (Hybrid)

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■ ABOUT CIPM

Who We Are

The Chartered Institute of Personnel Management of Nigeria was established as an umbrella Association for Practitioners of Personnel Management in 1968 as the Personnel Management Association of Nigeria.

In 1973, it was renamed as Institute of Personnel Management of Nigeria. Finally, Act No 58 of 1992 chartered the Institute.

Our Vision

To be the Institute of Choice for People Management.

Our Mission

To promote Excellence in People Management through Value Creation, Optimisation of Human Potential, Standardisation and Regulation of Human Resource Management.

Our Core Values

- **Service:** We understand the needs of our stakeholders and are committed to their delight.
- **Creativity:** We innovate to create value and drive advancement of new frontiers.
- **Respect:** We recognize that every individual holds a special value and as such will ensure their dignity in all our interactions.
- **Integrity:** We commit to being honest in all our dealings.
- **Professionalism:** We are committed to continuous learning and uphold the best practice in our field.
- **Teamwork:** We collaborate to deliver valuable results.

Objectives of the Institute

The objectives of the Institute are

- To promote and develop the science and practice of personnel management in all its ramifications;
- To foster and maintain investigations and research into the best means, and method of applying the science and art of Personnel Management and to encourage, extend, increase, disseminate and promote knowledge and the exchange of information and ideas with regard to all questions relating thereto or connect therewith;
- To develop and maintain high standard of professional competence and ensure that the management of human resource in Nigeria, both in public and private sectors, conforms with the best professional standards;
- To conduct research into and publish materials relating to the discipline of Human Resource Management.



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Welcome to the second edition of iNNOVORA Magazine, your trusted source for all things related to human resource management and digital transformation. We are delighted to present this edition, which encapsulates the just concluded 9th Annual Conference of the Chartered Institute of Personnel Management of Nigeria, Ogun State Branch.

In the following pages, you will find a collection of thought-provoking articles and engaging content that reflect the dynamism of our field. We have once again brought together experts, practitioners, and leaders to share their knowledge and experiences, ensuring that you are well-equipped to thrive in today's digital age.

Our journey begins with the opening remarks by Mr. Olusegun Mojeed, FCIPM, the President and Chairman of the Governing Council of CIPM. Mr. Mojeed sets the stage by emphasizing the significance of the 'Unlocking Potentials' theme for this year's conference. He underscores the role of HR professionals in identifying and harnessing the potential of individuals and organizations.

In a Keynote Address delivered by Mr. Kolawole Peter Fagbohun, Head of Service, Ogun State, you will discover a blueprint for unlocking your personal and professional potential. Mr. Fagbohun outlines the keys to success, from embracing a growth mindset to setting clear goals and taking personal responsibility. This paper serves as a guide for your ongoing journey of self-improvement.

Engr. Sean Olabode Badiru, MCIPM, Chairman of CIPM Ogun State Branch, returns to explore the critical topic of strategic digital transformation. In today's business landscape, digitalization is not just an advantage; it's a necessity for maintaining a competitive edge. Engr. Badiru shares insights on how organizations can leverage digital technologies to streamline operations and elevate customer experiences.

In a rapidly changing economic environment, CEOs face numerous challenges, and HR professionals play a pivotal role in finding equilibrium. Mr. Wale Adediran, FCIPM, Group HR and General Service Director at Flour Mills Plc, offers his perspective on the evolving role of HR practitioners in meeting the expectations of CEOs. He provides valuable insights for navigating these challenges and building stronger partnerships with executive leadership.

Mr. Kolawole Peter Fagbohun, Head of Service, Ogun State, returns with a comprehensive look at effective assignment management. Discover key strategies and practices for optimizing opportunities and achieving organizational and personal goals. This paper offers practical guidance for public servants and professionals alike.

Understanding generational differences is essential for effective communication and collaboration. Mrs. Chidi Obiejesi, MCIPM, Group Head of HR, Megalectrics Ltd., dives into the unique qualities of Generation Z in the workplace. She provides strategies for leading, managing, and recruiting Gen-Z talent, offering valuable insights for organizations looking to harness the potential of this emerging workforce.

Mr. Tunde Adebayo explores the art of attracting and retaining top talent in a competitive job market. This paper delves into Employee Value Proposition (EVP) and the employee experience, highlighting the stages of the employee journey and key drivers for attraction and retention. Mr. Adebayo's insights are a must-read for HR professionals seeking to build and maintain high-performing teams.

We hope that the content in this second edition of iNNOVORA Magazine will inspire you to embrace digital transformation, unlock your potential, and continue your journey of growth and innovation. Together, let us navigate the ever-evolving landscape of HR and digital transformation, armed with knowledge and determination.

Happy reading!

Engr. Sean Olabode Badiru, MCIPM, MNSE
Editor-in-Chief

■ THE CONFERENCE

The CIPM Ogun State Branch's Conference is a major platform for intellectual and creative discourse covering various themes of contemporary global and national importance delivered by recognized Thought Leaders. The Conference provides input to, and offers content for the optimisation of the People Management and Organisation Development competencies of HRM Practitioners, Business Leaders and Line Managers.

The conference prides itself a major gathering of people managers in Ogun State. Participants include Key Decision Makers, Business Leaders, Government Officials, People Managers,, University Students and the General Public.

■ WHY THE THEME?

This conference aims to provide HR professionals, business leaders, and industry experts with valuable insights and strategies to unlock the untapped potential within organizations, especially in the face of unprecedented challenges in today's rapidly evolving business landscape. The COVID-19 pandemic has reshaped the way we work, presenting organizations with new hurdles to overcome, such as remote work arrangements, employee well-being concerns, and maintaining productivity amidst uncertainty. The competitive job market and the influx of Generation Z employees also bring forth the need to adapt recruitment and retention strategies to harness their unique strengths effectively. With technological advancements disrupting industries, businesses must navigate the complexities of adopting and integrating new technologies to optimize workforce productivity and efficiency. The need for adaptability and change management skills has also intensified as organizations strive to stay competitive and resilient in the face of rapid market shifts. These challenges underscore the significance of the conference's focus on unlocking potentials, offering a diverse range of sessions that address talent development, employee engagement, agile performance management, and building high-performance cultures. By attending this dynamic event, participants will gain practical tools, strategies, and inspiration to overcome obstacles, capitalize on opportunities, and unlock the full potential of their workforce, propelling their organizations to achieve sustainable success.

■ CONFERENCE OBJECTIVES

- To gain valuable insights on unlocking workforce potential to deliver maximum value.
- To learn how to leverage technology for increased productivity and efficiency.
- To acquire strategies for navigating change and meeting CEO expectations in a fast-paced business environment.
- To discover innovative approaches to designing agile performance management systems.
- To explore effective HR strategies for attracting and retaining top talent in a competitive job market.
- To gain insights into optimizing opportunities through effective assignment management in the public service.
- To learn how to encourage initiative, engagement, and ownership in volunteer roles within religious organizations.
- To acquire strategies for building a high-performance culture and unlocking employee potential.
- To network and engage with HR professionals, industry experts, and business leaders.
- Stay up-to-date with the latest trends and best practices in HR management.



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MR. KOLAWOLE PETER FAGBOHUN
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■ CONFERENCE SCHEDULE

■ DAY 1

TIME	AGENDA	ANCHOR/SPEAKER(S)
10:00am - 10:05am	Opening Prayer	
10:05am - 10:10am	National Anthem	
10:10am - 10:15am	Reading of the Institute's Code of Professional Conduct	Registrar/CE
10:15am - 10:30am	Official Opening of the 9th Annual Conference by the President & Chairman of the Governing Council	Mr. Olusegun Mojeed, FCIPM
10:30am - 11:30am	Navigating Change and Adaptability: Meeting CEO Expectations in a Fast-Paced Business Environment	Mr. Wale Adediran, FCIPM
11:30am - 12:30pm	Attracting and Retaining Top Talent: Effective HR Strategies in a Competitive Job Market	Mr. Tunde Adebayo, FCIPM
12:30pm - 12:35pm	Announcements	
12:35pm - 12:40pm	Closing Prayer	

■ DAY 2

TIME	AGENDA	ANCHOR/SPEAKER(S)
9:00am - 10:00am	Arrival & Registration of Participants	
10:00am - 10:05am	Opening Prayer	
10:05am - 10:10am	National Anthem	
10:10am - 10:15am	Reading of the Institute's Code of Professional Conduct	Registrar/CE
10:15am - 10:45am	Keynote Address by the Head of Service, Ogun State	Mr. Kolawole Peter Fagbohun
10:45am - 11:45am	Harnessing the Power of Strategic Digital Transformation	Engr. Sean O. Badiru, MCIPM
11:45am - 12:45pm	Unleashing Gen-Z's Workforce Potential for Maximum Value Creation	Mrs. Chidi Obiejesi, MCIPM
12:45pm - 1:45pm	Optimizing Opportunities through Effective Assignment Management	Mr. Kolawole Peter Fagbohun
12:45pm - 1:45pm	Encouraging Initiative, Engagement and Ownership in Volunteer Roles	Pastor O. V. Adegborioye, FCIPM
1:45pm - 1:55pm	Presentation of Plaques	
1:55pm - 2:00pm	Vote of Thanks	Pastor Seun Adebayo, FCIPM
2:00pm - 2:05pm	Announcements	
2:05pm	Closing Prayer/Group Photograph	

■ WELCOME ADDRESS

WELCOME ADDRESS BY ENGR. SEAN OLABODE BADIRU, MCIPM, CHAIRMAN OF CIPM, OGUN STATE BRANCH, AT THE 9TH ANNUAL CONFERENCE: 'UNLOCKING POTENTIALS' - PROVINCES COORDINATING HALL, REDEMPTION CITY - AUGUST 30TH & 31ST, 2023

Protocols,

It is a privilege to stand before you today as we embark on this enriching journey of exploration, collaboration, and growth under the theme "Unlocking Potentials."

This conference serves as a beacon of knowledge, a platform where the realms of human resources, leadership, and innovation converge to illuminate new avenues of success. Over the next two days, we have the distinct honour of delving into a multitude of thought-provoking discussions and immersive sessions, all designed to empower us with insights and strategies that will reshape the way we perceive and harness the untapped potential within our organizations.

The topics we have chosen for this conference have been meticulously curated to address the pressing challenges and opportunities that define our ever-evolving business landscape. From unlocking the hidden talents of our workforce to embracing the transformative power of digital technology, from navigating change and adaptability to designing agile performance management systems, we are here to share, learn, and unlock the wisdom that propels organizations to new heights.

As we explore each session, we'll uncover the keys to attracting and retaining top-tier talent, nurturing the unique strengths of Generation Z, optimizing opportunities within the public sector, empowering volunteers in our faith communities, and cultivating a high-performance culture that propels our organizations toward excellence.

I would like to express my gratitude to all our distinguished speakers, experts, and panelists who have generously shared their time and expertise to make this conference a reality. I also extend my heartfelt appreciation to each and every one of you, our esteemed participants, for your presence here. Your enthusiasm and commitment to unlocking potentials within your organizations inspire us all.

Let us embark on this journey with open minds, ready to absorb, engage, and collaborate. Together, we will harness the insights garnered from this conference to shape the future of our organizations, our communities, and ourselves.

May these two days be filled with fruitful conversations, enlightening discoveries, and lasting connections.

Engr. Sean Olabode Badiru, MCIPM
Chairman, Chartered Institute of Personnel Management of Nigeria
Ogun State Branch
Wednesday, 30th August 2023

■ SPEAKERS' PROFILE



Mr. Olusegun Mojeed, FCIPM

President & Chairman of the
Governing Council, CIPM

Olusegun Mojeed is an alumnus of the prestigious Yale School of Management and the University of Lagos respectively. He is the CEO & Global Head of Practice at Bezaleel Consulting

Group, the HR Company he co-founded with his wife in 1994.

A 1985 graduate of Political Science from the University of Lagos, he also holds an M.Sc. Industrial Relations & Personnel Management from the same University. A thorough-bred Licensed Global Human Resources, Learning & Talent Development professional; Segun has under his belt over three decades of cognate work experience spanning several industries and sectors.

He is a Fellow of the Chartered Institute of Personnel Management of Nigeria (CIPM) and the 20th President and Chairman of its Governing Council. He is also a 2006 Merit Award Winner of this same prestigious Institute for his outstanding contributions to the growth, development, standardization, and professionalism of HR Practice in Nigeria.

He is the Secretary-General, African Human Resource Confederation (AHRC) and by extension sits on the Board of the World Federation of People Management Associations (WFPMA). A certified New World Kirkpatrick Learning Effectiveness Evaluator, Segun is also a Fellow of the Nigerian Institute of Training & Development

(NITAD). He is a Centre for Management Development (CMD) certified Trainer and consultant. A member of the Association for Talent Development (ATD), he is on the Faculty of the University of Lagos Business School (ULBS) as an Industry-Experience Subject Matter Expert.

His expertise, experience, exposure, competencies, and capabilities span Strategy Development & Execution; Corporate Excellence; Leadership; Extra-Legendary Customer Service; Talent Management; Personal Leadership, Self-Mastery, and Emotional Intelligence; Life-After-Work & Entrepreneurship; Change Management & Execution; Strategic Human Resource Management; etc.

He started his professional HR career as Personnel Officer/Management Trainee at BAGCO (Flour Mills of Nigeria Group) after his postgraduate studies and the Mandatory Internship Programme in 1988. He led the Industrial Relations team of the company for four years before leaving for the Banking Industry as Senior Manager (Industrial Relations), Owena Bank Plc. In 1995, he was appointed Senior Associate (and later COO in acting capacity), Bezaleel Consulting Group. He joined Wema Bank Plc. in 2001 as Senior Manager (Human Resources) and later became the Bank's Head of Training where he led the team that creatively initiated the first-ever Entry Level/Graduate Trainees' Programme.

■ SPEAKERS' PROFILE



Mr. Kolawole P. Fagbohun
Head of Service
Ogun State

M^r Fagbohun, Kolawole Peter is the current Head of Service of Ogun State. He assumed the position of Head of Service on 27th March 2023, following his appointment by His Excellency, Prince Dapo Abodun, C O N , t h e Governor of Ogun

State. Prior to this prestigious role, he served as a Permanent Secretary in the Civil Service of Ogun State, starting from 30th September 2013. Throughout his career as a Permanent Secretary, he held positions at various key departments, including the Bureau of Cabinet and Special Services, Ministry of Education, Science and Technology, Ministry of Information and Strategy, Ministry of Youth and Sports, Bureau of Service Matters, and Ministry of Local Government and Chieftaincy Affairs.

Before his appointment as a Permanent Secretary, Mr. Fagbohun had already gained experience working in different Ministries and Agencies, including the Civil Service Commission, Ogun State Health Project (African Development Bank-Assisted Project), Ogun State Implementation Unit of the Health System Development Project II, Speech Production Department of the Bureau of Government House and General Services, and Ministry of Agriculture, among others.

Born on 10th April 1964, Mr. Fagbohun hails from Ilobi in Yewa South Local Government Area of Ogun State. He obtained a B.Sc. Degree in Political Science (Second Class Upper Division Honors) from the University of Benin in 1988 and an M.Sc. Degree in Industrial Relations and Personnel Management from the University of Lagos in 1995. He has further enriched his knowledge and skills through various international and local management and

leadership training programs. These programs include Performance and Change Management at the International Management Training Centre in Worthing, West Sussex, England, Leadership Training at Leading Edge Academy in Accra, Ghana, and several other training sessions on Project and Procurement Management, Industrial Relations, Perception Management, and Local Government Administration in Nigeria.

With a multidisciplinary background in the social sciences, Mr. Fagbohun possesses expertise in human resources, perception and reputation management, human capacity building, and scenario building. He excels in writing, presentation, and computer skills. In recognition of his exceptional contributions, he received the 2007 Merit Award in the Ogun State Public Service. Known for his passion for acquiring knowledge, building human capacity, and facilitating growth, he upholds principles of transparency, integrity, and accountability. Mr. Fagbohun is a dedicated pathfinder and reformer.

Outside of his professional life, Mr. Fagbohun engages in hobbies such as reading and writing (particularly autobiography, memoirs, and classics), coaching and mentoring, and farming. He is happily married and blessed with children.

■ SPEAKERS' PROFILE



Mr. Wale Adediran, FCIPM
Group Human Resources and GS Director
Flour Mills of Nigeria Plc

Wale holds B Sc (Hons) 1990, and MSc (Hons, with distinction) 1992; both in Mechanical Engineering, from the University of Ibadan.

He started his career at Procter & Gamble (P&G) in 1992 as a management

trainee. He held various positions in Production Management, Organization Excellence, Personnel Administration, Industrial Relations, Reliability Engineering, Storeroom Management; across management levels from 1992 till 2002. He was Organization Excellence Manager and later appointed the Plant Human Resources and Organization Excellence Manager in 1998 and 2000 respectively, with responsibilities for HR and OE for all manufacturing operations. He was afterward appointed Group Manager, Sub-Sahara Programs, and later Senior Manager, Human Resources. He led the Human Resource function for P&G West Africa 2002-2005.

He joined Frigoglass Group of Industries, a subsidiary of Frigoglass SAS, Greece as the Human Resources Director for Nigeria Operations in April 2005. He led various business transformations as the Head of the Human Resource function for seven years, till March 2012. He was then appointed Human Resources Director of Guinness Nigeria, a subsidiary of Diageo in March 2012. After two and half years as the HR Director for Guinness Nigeria, he was appointed Logistics Transformation Director by Guinness Nigeria to drive major transformation projects worth millions of British pounds.

In October 2014, he was appointed HR Director for the FMN Group (Flour Mills of Nigeria Plc. And her subsidiaries); a position he holds till date. In 2021, his role was expanded to cover Group General Services and he currently serves as the Group Director, Human Resources & General Services.

Wale has diverse experiences ranging from manufacturing start-ups and operation, shutdown and divestments, to mega project management in manufacturing operations, engineering and human resources functions. He is widely travelled and has attended many human resource, engineering, people management and leadership courses and conferences, as speaker and participant, both within and outside Nigeria. He has won several awards nationally and internationally including Global HR Excellence Award at World HRD Congress, Taj Lands End, Mumbai, India.

He is currently the immediate Past President of the Chartered Institute of Personnel Management of Nigeria, having served two terms each as Vice President and later President/Chairman of the Governing Council. He previously served the Institute as two-term Vice Chairman and later Chairman of the Annual National Conference Planning Committee. He also served as the Chairman of the Strategic Planning and Implementation Committee of the Institute before his election as Vice President. He is a Fellow of the Nigerian Institution of Mechanical Engineers, a Registered Engineer by the Council for the Regulation of Engineering in Nigeria (COREN), and a member of the Nigerian Society of Engineers. He currently chairs the National Joint Industrial Council and the Committee of Personnel Experts of the Association of Food, Beverages and Tobacco Employers (AFBTE). He had been on the Board of United Way Nigeria and the Board of Trustee of Guinness Foundation. He is an awardee of the prestigious Presidential National Productivity Order of Merit Award (the highest award in Nigeria for civil, public, and private service), conferred on him by President Muhammadu Buhari GCFR on the 12th of May 2022.

Wale is married to Oye, a university professor; and they are blessed with children, professionals in various fields, including engineering, education, social sciences, and medicine.

■ SPEAKERS' PROFILE



Mrs. Chidi Obiejesi, MCIPM
Group Head, Human Resources
Megalectrics Ltd.

Chidi nma Justina Obiejesi, affectionately known as Chidi, is a highly accomplished HR professional with a wealth of experience, equipped to excel in top management roles. She holds a Bachelor of Arts Degree in English Language (1998), a Master's Degree in English Language

(2002), and a Professional Diploma in Human Resource Management.

Her strong academic background has nurtured her with business management skills, excellent interpersonal abilities, integrity, intellectual acumen, sound judgment, and an unwavering commitment to task accomplishment. Additionally, she possesses the essential expertise to drive organizational transformation and achieve set targets.

Chidi has amassed over 15 years of diverse working experience in the field of Personnel/HR Management, progressively holding various management positions.

Her journey in the HR profession began during her pre-university days when she worked as a clerical officer in the Personnel department at GM Nigeria Limited, an automobile division of UAC.

Post her first degree, Chidi joined Falcon Petroleum Limited, an Oil Servicing firm, as the Executive Assistant to the Executive Director of Marketing and Administration.

In 2004, she assumed the role of Human Resource & Admin Supervisor, a position she occupied until 2007. Subsequently, she was promoted to Unit Head of the Human Resources/Admin department from 2007 to 2008.

Chidi's career then led her to Osiquip Nigeria Limited, where she took on the role of Human Resources Manager in 2008. This position offered her valuable experience in Industrial Relations and Union Management.

In 2016, she joined Megalectrics Limited as the Head of Human Resources. Here, she played a pivotal role in pioneering the Human Resource Department and was responsible for all HR functions, including resourcing, training, employee compensation and benefits, staff welfare and wellness, and the development and implementation of HR policies for the entire group.

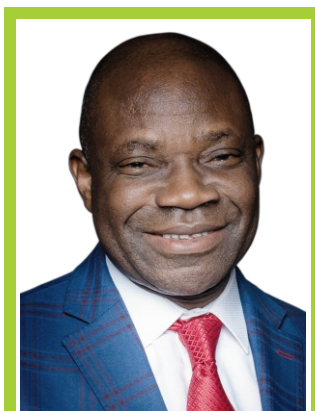
Throughout her career, Chidi has actively participated in various training programs and conferences related to Human Resource Management, Building Structural Organization, Workplace Policy Development, Entrepreneurship, Payroll Systems, and Automating Human Resources Systems. She has also attended several conferences and seminars organized by the CIPM.

Professionally, Chidi Obiejesi is a Full Member of the Chartered Institute of Personnel Management of Nigeria (MCIPM), a Licensed Human Resource Practitioner (HRPL), a Member of the Nigerian Institute of Training and Development (MITD), the Nigerian Network of Entrepreneurial Women (NNEW), and a Member of the ILO-Start and Improve Your Business Trainers Association. Moreover, she is an alumnus of Fate Foundation.

Over the years, Chidi has actively served on executive committees for various professional, religious, and social groups and committees.

Outside her professional endeavors, Chidi finds joy in reading, continuous learning, and connecting with people. She is happily married and blessed with children.

■ SPEAKERS' PROFILE



Pst. O. V. Adegborioye, FCIPM
Senior Director of Admin, RCCG

Olurotimi Vincent Adegborioye is a Minister of God and a seasoned Administrator cum Human Resource Management Professional.

Born on the 8th of May 1962 in Ondo state, he began his education in Ondo state and completed his advanced level

studies at Obokun G. C. E. Ilesha, Osun state in 1980. Moving on to higher education, Pastor OVA, as he is fondly called, attended the prestigious University of Ile-Ife (now Obafemi Awolowo University). There, he earned a bachelor's degree in Sociology/Philosophy in 1984 and a master's degree in International Relations in 1986.

A John Maxwell certified coach, Pastor OVA's expertise spans various areas, including human resources, strategic management, leadership, talent development, and the implementation of transformation and cultural change.

His remarkable achievements have led him to be recognized as a distinguished professional especially in the fields of human resource management, and administration. He is a fellow of the Chartered Institute of Personnel Management of Nigeria, the Nigerian Institute of Management, and the Nigerian Institute of Training and Development. Additionally, he holds memberships in several other professional bodies in Nigeria, including the Institute of Chartered Secretaries and Administrators of Nigeria.

Currently serving as the Senior Director of Administration in the Redeemed Christian Church of God (RCCG), Pastor OVA has an extensive history of leadership. He previously held roles as Senior Personnel Manager and Head of Human Resources for about 20 years, notably in the textile industry and manufacturing sector, before joining the RCCG in 2007. Notably, he also serves as the Assistant Pastor in Charge of Region 42, and Pastor in Charge of Oyo Province 1.

Beyond his professional accomplishments, Pastor OVA finds joy in his personal life. He is happily married to Pastor (Mrs.) Fola Adegborioye and is blessed with wonderful children.



Mr. Tunde Adebayo, FCIPM
Honeywell Flour Mills Plc.

Tunde Adebayo is a seasoned Human Resource specialist and accomplished business manager with a wide-ranging background in both the public and private sectors of the Nigerian economy.

With a keen eye for strategic planning, Tunde has taken on leading roles and masterfully executed Merger and Acquisition initiatives within the financial services and multinational manufacturing domains. Moreover, he has proven his expertise in successfully steering organizational change and transformation processes in a renowned legacy financial service company that is publicly quoted.

At present, Tunde holds the pivotal responsibility of overseeing the final factory installation, commissioning, and overall management of a state-of-the-art Pasta factory, capable of producing an impressive 480 metric tons per day.

What sets Tunde apart is his relentless pursuit of excellence and process improvement, constantly striving to elevate business practices and achieve remarkable results.

Tunde's skill set encompasses a variety of specializations, including Resourcing and Talent Management, fostering strong Industrial/Employee Relations, proficient Rewards and Compensation Management, Performance Management, conducting Organizational Reviews, facilitating smooth Merger & Acquisition endeavors, and spearheading Change Management initiatives.

■ SPEAKERS' PROFILE



Engr. Sean O. Badiru, MCIPM
Chairman, CIPM, Ogun State Branch

Engr. Sean Olabode Badiru is a highly skilled digital leader, registered engineer, and seasoned corporate executive with over 17 years of experience. Sean's expertise is primarily focused on Technology

Consulting, Business and Career Advisory Services, and Strategy Consultancy. He is a co-founder of two dynamic initiatives - a cutting-edge technology provider, and another initiative dedicated to altruistic capacity development, focused on empowering young individuals through mentorship, coaching, and support to help them realize their full potential.

In addition to these roles, Sean manages a global community of young professionals, seamlessly integrating this responsibility with multiple other commitments within the RCCG.

Sean holds a Master's degree in Business Administration and a Bachelor of Science degree in Mechanical Engineering from Olabisi Onabanjo University and Lagos State University respectively. He has also pursued further professional development through programs such as Strategic Leadership and Management offered by the University of Illinois, USA; Intellectual Property Law by the University of Pennsylvania, USA; and American Contract Law by the prestigious Yale University, USA.

In addition to his academic achievements, Sean has obtained certificates in various specializations, including Scrum, Agile Project Management, Digital Marketing, Multimedia Production, User Experience Design, Business

Analysis, Cybersecurity, Network Administration, Cloud Administration, and Human Resource Management.

As the Editor-in-Chief of iNNOVORA Magazine, a publication dedicated to exploring innovations in human resource management and digital transformation, and the convener of the highly regarded Career Conference in Nigeria, Sean creates platforms that foster knowledge sharing, networking opportunities, and career advancement for attendees. In addition to these endeavors, Sean also organizes The Oasis, a weekly professional development program, where he teaches transformational principles, provides invaluable holistic support to members and business owners seeking digital transformation, and actively fosters connections among professionals.

In the Human Resource Management community, Sean holds the position of Chairman for the Ogun State Branch of the Chartered Institute of Personnel Management of Nigeria. He also represents the Branch on the institute's Governing Council.

■ SPEAKERS' PROFILE



Mr. Ayo Muritala, MCIPM
CEO, KnewRow Resources Ltd.

Ayo Muritala is an accomplished individual with a diverse range of qualifications and experience. Ayo holds a degree in Agricultural Extension and Rural Development from the University of Agriculture, Abeokuta, Ogun State. He is a

Certified Trainer and Administrator from JCI University in the United States, a Health and Safety Executive (HSE) Practitioner accredited by the Chartered Institute of Environmental Health (CIEH) in the United Kingdom. Additionally, he is an Associate Member of the International Facility Management Association (IFMA) in the USA.

Ayo's professional journey has led him to become a full Member of the Chartered Institute of Personnel Management of Nigeria (MCIPM), a full Member of the Nigeria Institute of Training and Development (MITD), and a Certified KPI Professional (C-KPI) & Practitioner (C-KPIP) through the KPI Institute in Australia. Notably, he has also earned certificates from prestigious institutions such as Harvard University and the Lagos Business School on Disruptive Strategy and Turning Strategy into Action, respectively.

With over 22 years of experience and a progressive career trajectory, Ayo has served in various management capacities, including Performance Management Consultant, Business Development, Operations, Project Management, Learning & Development, and Human Resources Management. His expertise extends to both the private and public sectors, showcasing his versatility and adaptability.

Ayo's impressive contribution to the field of training is evident in the development of more than 50 training modules and his involvement in planning and facilitating over 15,000 hours of diverse training sessions. He has notably excelled in areas such as corporate strategy, performance management, and corporate social responsibility over the past decade. Noteworthy workshops and strategic retreats that he co-facilitated include those for prominent organizations like CBN, FIRS, Ministry of Housing (Lagos State), DPR, CIPM, Law Union and Rock, ARDH Consultants, and Optima Energy.

A sought-after speaker, Ayo presented on topics like Individual Social Responsibility (ISR) and Performance Management Framework Architecture at the CSR World Congress and HR World Congress in India in both 2015 and 2023. His contributions were recognized with the prestigious Global CSR Excellence and Leadership Award during the same Congress.

Furthermore, Ayo was acknowledged for his outstanding leadership and business acumen when he made the list of top under-40 Business Leaders in Nigeria by Leadership Magazine in 2016. He was also honored with the 'World Leader Businessperson' award by the World Confederation of Business headquartered in the United States, and he serves as a member of the advisory council of the World CSR Day.

Opening Remark

Mr. Olusegun Mojeed, FCIPM



It is a great honour for me to be here. As you all know, this is my home Branch. Home sweet home.

This conference is an auspicious event because it gathers HR professionals to learn new trends, network, and exchange ideas. Most importantly, it provides an opportunity to gain practical insights that are applicable. I'm excited to celebrate albeit virtually with you all today, almost a decade of HR excellence in the Gateway State. Let me seize this opportunity to appreciate the collective contributions of past executives of the Branch and if you are on this call this morning and you are a past Executive of this esteemed Branch, we celebrate you. Please let us appreciate them with our e-applause and thumbs up.

In like manner, ladies, and gentlemen, I'll like to acknowledge the current executives ably led by the ever-available, spring-footed Pastor Sean Olabode Badiru, MCIPM, for steering the Branch's affairs and making today's programme a success. You are all deeply appreciated.

The conference theme is 'Unlocking Potentials'. Potential is defined as "someone's or something's ability to develop, achieve, or succeed". It is all about possibilities, limitless possibilities. Let us be hungry for growth and never be okay with the status quo. The day we stop growing, we start to decay. We must always seek avenues to discover our potential and put it to good use.

Our organisations rely on us to identify potential in employees or situations, with the help of line managers, and provide the enabler for that to be used to the benefit of the organisation. It is one thing to discover potential, it is another thing to identify how to unlock it and utilize all the benefits. That is why I am delighted about the theme for this conference.

I am sure that our speakers are fully prepared to share their perspectives for a rich convo. Please let us keep an open mind for us to harness the insights and gain maximally from the discourse of today.

Just before I off my mic and video, let me quickly say that I am expecting to see everyone on this call in Abuja for our 55th Anniversary, the Emerald Jubilee and the ICE 2023, the International Conference & Exhibition. We will celebrate this jubilee by God's grace. Please make sure you don't miss it. Come and let us celebrate our Institute.

Thank you for listening.

God bless you.

God bless the CIPM.

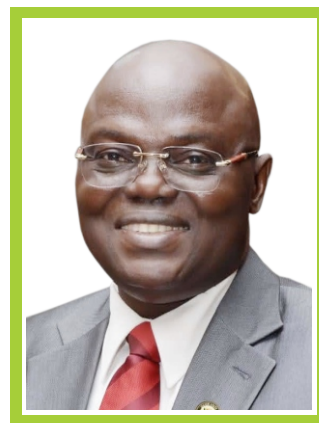
God bless Ogun State.

God bless the Federal Republic of Nigeria.

We Move!

Keynote Address

Mr. Kolawole Peter Fagbohun



Introduction

Every human is blessed with potentials, however, whether we want to let them die within us or we want to bless the world and ourselves with it, lies within us. In blessing the world, we bless ourselves. People often assume that they have exhausted their limits when they achieve small feats. While it is good and recommended to celebrate successes, it is however, better to tap into unused strengths to do something greater.

Keys to Unlocking Potentials

Everyone has the potential to achieve great things in life, but unlocking such potentialities can be difficult and tasking. The spirit may be willing, but the body may find it too demanding to pay the sacrifice for success. Unlocking your potential is to realize your capabilities. This realization should humble you more and yet make you more confident than you ever were. It takes efforts, dedication, and a commitment to investing in and incentivizing yourself for higher goals.

In her work on "Parenting Gifted Children", Barbara Clark believes that no child is born gifted, rather a child is born with potentials for giftedness. She further stated that "although all children have amazing potential, only those who are fortunate enough to have opportunities to develop their talents in an environment that responds to their particular needs will be able to actualize their abilities to high levels". This is a case of Nature vs Nurture controversy; that is, which of the two is responsible, or more accountable, for what one becomes in life. By this position of Dr. Clark, latent in every human being is that potential to be all he or she can be, but it is left to the child, his or her handlers and

the society at large to actualize the innate potentials.

Let me share with you 10 essential keys to unlocking your potentials. These keys are a combination of practical tips and mindset shifts that will help to tap into your full potential capacity and reach new heights.

1. Develop a Growth Mindset

The first step to unlocking your potential is to develop a growth mindset. This means developing the "can do spirit" for growth and greatness. Embracing challenges, learning from failures, and believing in yourself, that your abilities can be developed through hard work and dedication is the growth mindset. Yes, we all have our doubts and worries about ourselves. This can either act as a motivator or motivator extinguisher for us. Believing in yourself is not about being big-headed, cocky or brash. It is about being courageous and willing to do something to move yourself forward. Whatever you do, don't let fear be your marketing manager. With a growth mindset, you are able to overcome obstacles and achieve your goals. Let me quickly also let you know that there is an antonym to the Growth Mindset, which is the Fix Mindset. It is the believe that things are fixed and unchangeable. The believe that talents are inherited and cannot be improved upon; potentials are the exclusive preserve of a class of people and not for us. With this type of believes, potentials can never be unlocked.

2. Set Realistic Goals

Another important aspect of unlocking your potential is setting goals. You really have two

choices here. In first scenario, you can choose to muddle along in the fog and hope that you reach the right destination. Alternatively, you can get clear on what you want and set specific goals to get the outcome you desire. All roads do not lead to the top, only well-planned and executed pathways do. Goals give you direction and motivation, and they help you focus your efforts on what really matters. When setting goals, make sure they are specific, measurable, achievable, relevant, and time-bound (SMART).

3. Develop a Plan

Once you have set your goals, it's important to develop a plan to achieve them. This plan should include specific actions you can take to move closer to your goals each day. The best laid plans are worthless unless you are willing to take regular and consistent action to make things happen. Visualizing, being open to receiving and aiming high is fantastic, but if it is not supported by action, it is like building a house on egg shells. Break down your goals into smaller, manageable, realisable tasks and track your progress to stay motivated.

4. Take Responsibility

Another key is to take full responsibility for what does or does not happen. Yes, it is easy to produce a list of reasons why you are not doing as well as you would like professionally, personally, financially and in relationships. Trouble is when you look for external circumstances to justify, all you do is keep yourself stuck. To some people, the reason for their failure is the family, the city, the State, or the country into which they are born. No, never. Take personal responsibility for your actions and you soon discover the need for a change of attitude towards success.

5. Seek Learning Opportunities

In addition to setting goals and developing a plan, it is also important to seek out learning opportunities. This could mean taking courses, attending conferences, or seeking mentorship opportunities. Learning new skills and gaining new knowledge can help you unlock your potential and achieve success. Give yourself

permission to try things and occasionally get it horribly wrong. By giving yourself that permission, you will take risks and that is what leads to results. If you are afraid to do the dice, you can never throw a six.

6. Persevere and Create a Disciplined Daily Habit

There is power in perseverance. Achieving your goals will take time and efforts, and you may face setbacks along the way. But with persistence and determination, you can overcome obstacles and reach your full potential. Successful people are disciplined, especially when it comes to time management. If you want to excel in your career, then you also need to manage your time and resources wisely. Let go of unnecessary habits, like watching television, playing with your phone for hours unending daily, and replace them with productive ones like reading and discovering new things. Whether people like it or not, express your inner feelings and let them know your opinion. Let go of the fear of not getting acceptance, if their acceptance comes at a price of your own happiness. Unless you put forth your opinions, you will not understand if they are applicable or not. You have to accept the fact that certain things will not be easily get approval but that does not mean you should stop. Keep trying, run your thoughts and wait for posterity to reward you.

7. Control Your Emotion and Be Willing to Start From the Bottom

Our emotions and feelings collectively play a major role in shaping some part of our personal lives. However, at times, we display a mental bend toward considering our emotions and feelings as final. Then again, it would be unwise to ignore our emotions completely; instead, we should develop an understanding to find a middling ground between emotions and reality. Directing our efforts based on feelings would always give an unfocused effort, as feelings keep on changing. It is okay to start at the lowest position in an organisation. As you work hard up, you will learn a lot about the nature of your career, and you can use those learnings to be an effective leader once you are at the top.

8. Let Go of Bitterness Towards Others

If you have grudges against some people, forgive and wish them well. Resentment can dull the heart and it can have an impact on how you perceive life and your desire to unlock the potentials in you. It will make you turn those who hurt you into unknowing rivals, and your motivation for achieving your goals will be to surpass them—which is not healthy. You will not find even a single individual on the face of this planet who is contented with everything he or she has or experienced in his or her life. We do have our resentments toward our partners, peers, parents, relatives, and so on. However, if we wish to lead a fulfilling life, we do need to drop resentments that take up too much of psychic space and do not allow us to work properly. Nonetheless, we cannot drop accumulating resentments unless we prepare ourselves mentally to do it.

9. Surround Yourself with Successful People

The people you usually spend your time or life with have an influence on how you think and behave. In actual sense, Time is Life. You do not just spend time, but an irreversible part of your life. “You are the average of the five people you spend the most time with.” (Jim Rohn). Therefore, if you want to unlock your potentials with the mindset of an achiever, then be surrounded by achievers. The pursuits you choose to invest time in are a reflection of your standards, and so are your relationships. For example, are you trying to grow your career? If so, then why would you choose to hang around people who are not interested in your career or theirs, but are focused on negativity and distractions. The number one way to begin to surround yourself with positivity is to make the decision, right now, that you are going to raise your standards. When you actively choose to surround yourself with people who make you happy and who share your ambitions, it elevates the standard of what you will or will not tolerate in your business and your life. Your goals and dreams are worth it and you are unstoppable.

10. Treat Failures as Stepping Stones to Success

Failures are inevitable. However, they should not be a reason to quit on your goals. Instead, you can treat them as challenges that will mould you to be more effective in your craft. Use your failures as a motivation to do better next time. Each one of us feels pangs of negativity haunting us when any of our endeavours fail to get the desired response. The inability for some of us to take failures in the fashion success people do is a drawback for our own success. John C. Maxwell titled one of his bestselling books simply as “Failing Forward”. Would you rather make success from your failures or just remain there and lament about the failure?

We should accept failure as gracefully as we enjoy our success. Everyone fails at something. Despite failures, we do need to stay positive in our approach to further stay focused on the task. While negativity would discourage our attempts to accomplish a goal, positivity helps us in devising new and improved ways of reaching the destinations. Hopelessness and helplessness are bound to make us more depressed unless we gear ourselves up to try afresh.

Conclusion

In conclusion, unlocking your potential is not a one-time event even though it is the key to success. By developing a growth mindset, setting goals, developing a plan, seeking learning opportunities, and persevering through challenges, you can unleash your full potential and achieve your goals. Remember, success is not a destination, it's a journey; a journey that requires consistent effort and dedication. You are the only one who can unlock your potential, so take control of your life and make it happen through the simple steps outlined above.

So, do something today... Unlock your potential!

Harnessing the Power of Strategic Digital Transformation

Engr. Sean Olabode Badiru, MCIPM



Introduction to Digital Transformation

Digital transformation is the systematic use of digital technologies, strategies, and tools to fundamentally change and improve various aspects of an organization's operations. This includes processes, products, services, and customer experiences. The primary goal is to leverage technology to enhance efficiency, agility, innovation, and overall competitiveness.

The Importance of Digital Transformation in Today's Business Landscape

In the contemporary business landscape, the integration of digital technologies is a strategic imperative for maintaining competitiveness and fostering innovation. It goes beyond mere adoption, encompassing a fundamental shift in culture, processes, and customer engagement models. Utilizing data analytics, artificial intelligence, cloud computing, and automation can streamline operations and enhance customer experiences, ultimately driving operational efficiencies. The urgency of digital transformation has been further underscored by the COVID-19 pandemic, emphasizing the agility and resilience it offers. Embracing digital transformation is not just a choice; it's a business imperative to seize opportunities, manage risks, and stay relevant in the digital-centric ecosystem. Therefore, organizations must develop comprehensive digital strategies aligned with their long-term vision to harness technology as a catalyst for growth and sustainability.

Navigating Digital Transformation

Here's the step-by-step guide on how to harness the power of strategic digital transformation:

1. **Understand Your Business Goals:** Before you can identify technology solutions for your digital transformation, it is essential to have a clear understanding of your business goals and objectives. Define what you aim to achieve through digital transformation. This might include improving operational efficiency, enhancing customer experience, expanding market reach, staying ahead of competitors, or other strategic goals.
2. **Select a Cross-Functional Team:** Prior to outlining your digital transformation strategy, create a diverse team with members from various departments such as IT, marketing, finance, operations, and customer service. This team's responsibilities include offering insights into the organization's needs, pinpointing transformation opportunities, refining objectives, managing the project, overseeing progress, and addressing any inter-departmental conflicts. They also play a key role in assessing the impact of changes, gathering feedback, and making necessary adjustments for ongoing improvement.
3. **Assess Your Current State:** Conduct a comprehensive assessment of your current technology infrastructure and digital capabilities. Identify existing strengths and weaknesses, as well as any gaps that need to be addressed to meet your business objectives. This critical examination will serve as the foundation upon which you can construct a strategic roadmap for your digital transformation journey, ensuring that your efforts are precisely targeted and yield the most significant positive outcomes.

4. **Develop a Digital Transformation Strategy:** Craft a holistic digital transformation strategy meticulously tailored to harmonize with your overarching business objectives. This meticulously designed blueprint should encompass a strategic roadmap, clearly defined timelines, and a set of well-defined key performance indicators (KPIs) to gauge and ensure the attainment of success in your digital transformation endeavors. This strategy will serve as the guiding compass for your digital evolution, guaranteeing alignment with your vision and enabling you to effectively monitor and achieve your transformation goals.
5. **Develop a Risk Management Plan:** Concurrently with crafting a holistic digital transformation strategy, it is imperative to develop a comprehensive risk management plan. This plan should encompass a thorough analysis of potential risks and challenges that may arise throughout the digital transformation journey. By identifying, assessing, and categorizing these risks, you can establish proactive measures to mitigate them and ensure a smoother transition. The risk management plan should align with your strategic roadmap and serve as a crucial safeguard against unforeseen obstacles that might hinder the achievement of your transformation goals.
6. **Create a Comprehensive Financial Plan:** Craft a detailed financial plan that outlines the costs and funding requirements associated with your transformation initiatives. Just as assembling a cross-functional team is essential for gathering diverse perspectives, budgeting enables you to estimate the financial investment needed and assess the feasibility of the proposed digital transformation projects. This financial justification, including anticipated expenses and revenue potential, serves as a critical component of your business case, demonstrating fiscal responsibility and alignment with your overall objectives.
7. **Build a Business Case and Secure Stakeholder Support:** Once you have a well-defined Digital Transformation Strategy, you can then proceed to build a Business Case. This entails creating a compelling rationale that outlines the specific challenges your business faces, its long-term objectives, measurable outcomes, costs, benefits, risk assessment, and alignment with the overall strategy, ultimately making a persuasive argument for investing in digital transformation initiatives to drive growth, efficiency, and competitiveness in the digital age. Communicate these goals and benefits to all relevant stakeholders, including executives, department heads, and employees who will be directly involved in or affected by the digital transformation. Get their buy-in and support.
8. **Identify and Prioritize Technology Solutions:** After gaining stakeholder support, identify the technology solutions and tools needed to execute your digital transformation strategy. This involves selecting the right software, hardware, and other digital assets that will enable you to achieve your business objectives. Prioritize these solutions based on their impact and alignment with your strategy.
9. **Plan and Execute Pilots:** Before implementing digital transformation initiatives on a large scale, it's prudent to conduct pilot projects. These smaller-scale deployments will allow you to test the selected technology solutions, fine-tune your processes, and identify any potential challenges. Pilots also serve as a means to demonstrate the benefits of digital transformation to stakeholders.
10. **Develop a Detailed Implementation Roadmap:** Based on the insights gained from pilot projects, create a detailed implementation roadmap that outlines the step-by-step process for deploying digital solutions across your organization. This roadmap should include timelines, resource allocation, and responsibilities to

ensure a smooth and well-coordinated transition.

- 11. Incorporate Change Management:** An integral part of your digital transformation journey is the implementation of change management practices. Initiate your change management efforts before officially commencing your transformation initiatives. Begin by assessing the organization's readiness for change, identifying potential sources of resistance, and developing a change management plan. During the planning phase, craft a comprehensive communication strategy to inform employees about the upcoming changes, their implications, and the benefits. Plan and design training programs required for the new digital tools and processes. Ensure that change management activities continue throughout the implementation phase, with training delivered as new digital tools are rolled out. Offer support mechanisms to assist employees in navigating changes and addressing their questions or issues. Remember that change management doesn't stop once the digital transformation initiatives are implemented; it should persist into the post-implementation phase to ensure that employees are effectively using the new digital tools and processes, ultimately driving the success of your transformation journey.
- 12. Implement and Monitor Progress:** Begin the full-scale implementation of your digital transformation initiatives according to the roadmap. Continuously monitor progress and adjust your approach as necessary. Track key performance indicators (KPIs) to ensure that the transformation is aligning with your business goals and delivering the desired outcomes.
- 13. Provide Training and Support:** Invest in training programs to ensure that your employees have the necessary skills and knowledge to effectively utilize the new technology solutions. Offer ongoing support and resources to address any

challenges that may arise during the transition.

- 14. Evaluate and Adjust:** Periodically assess the impact of your digital transformation efforts on your business objectives. Use the data and feedback collected to make adjustments and refinements to your strategy. Digital transformation is an ongoing process, and it's important to adapt to changing circumstances and technologies.
- 15. Communicate Success and Learnings:** Celebrate and communicate the successes and achievements resulting from your digital transformation efforts. Share the lessons learned and best practices with your organization and stakeholders. This will help build a culture of continuous improvement and innovation.
- 16. Sustain and Evolve:** Digital transformation is not a one-time event but an ongoing journey. Continually seek opportunities to evolve your digital strategy and stay ahead of the evolving digital landscape. Embrace new technologies and adapt to changing market conditions to remain competitive and innovative in the long term.

Conclusion

In the dynamic landscape of today's digital age, harnessing the power of strategic digital transformation is not just a choice but an imperative for organizations aiming to thrive and remain competitive. Understanding the significance of aligning technological evolution with clear business objectives, assembling cross-functional teams, and securing stakeholder support paves the way for success. This journey demands meticulous planning, risk management, and adaptability, ensuring that businesses can navigate the complexities of digital transformation with confidence and continue to evolve, innovate, and prosper in an ever-changing digital world.

Meeting CEO Expectations in a Fast-Paced Business Environment

By Mr. Wale Adediran, FCIPM



HIGHLIGHTS

- Change is a constant and inevitable aspect of our lives. In today's dynamic microeconomy, we are witnessing numerous changes that are placing considerable demands on CEOs. These executives often turn to HR practitioners for assistance in navigating these challenges. As people managers or HR practitioners, it is imperative that we embrace this as a challenge and take proactive steps to effectively manage every organizational change.
- The elimination of subsidies has exacerbated the recent economic shifts in our nation, leading to a staggering rise in the cost of goods and services. CEOs are grappling with the daunting task of maintaining a delicate balance between production costs and profitability. In this economic dilemma, HR practitioners play a crucial role as intermediaries, facilitating organizations in finding equilibrium.

Both organizations and their employees rely on HR practitioners to initiate decisions and actions when faced with challenges. Consequently, HR practitioners serve as the moral compass of any organization, guiding them through the complexities of these economic changes.

- While addressing an organization's staff and economic challenges, it's possible that some CEOs may resist HR's demands or suggestions. In such situations, it's important not to lose heart. You can take two key steps:

Firstly, consider revisiting and reevaluating the problem or challenges to determine if you can personally handle them more effectively.

Secondly, if your suggestions are outrightly rejected, remain resilient and take it in stride. Recognize that by offering your insights and solutions, you've demonstrated your commitment to the organization's success. Even if the CEO rejects your suggestions, in the future, they will likely acknowledge your relevance and value when similar issues arise. Your persistence and dedication will not go unnoticed.

- CEOs hold the ultimate authority, and it's important not to assume their role. Avoid publicly assuming the CEO's position. Instead, when you're alone or in their presence, metaphorically "wear their cap" to gain a deeper understanding of their perspective and concerns. Always respect the hierarchy and give your boss the recognition they deserve.

If you need to propose an idea, do so discreetly and with utmost respect, taking into consideration the CEO's position and priorities.





Optimizing Opportunities Through Effective Assignment Management

Mr. Kolawole Peter Fagbohun



Introduction

Effective assignment management is crucial for organizations and public servants to achieve their goals. It involves carrying out tasks accurately and efficiently. Key factors for determining effective assignment management include efficiency, simplicity, reliability, appropriateness, and integration.

Optimizing opportunities means taking proactive steps to achieve success, using available resources, and being flexible and willing to take calculated risks. This approach unlocks potential and helps attain desired goals.

To facilitate effective assignment management, public servants can employ various tools and strategies, including:

1. **Planning:** Break tasks into smaller parts with clear objectives and deadlines.
2. **Critical Thinking:** Analyze assignment requirements for areas of improvement.
3. **Teamwork:** Collaborate with colleagues for insights, feedback, and support.
4. **Professionalism:** Apply work ethics and skills for efficient task execution.
5. **Training:** Enhance awareness, skills, and motivation through training.
6. **Assignment Estimation:** Evaluate task progress and anticipate challenges.

7. **Budgeting:** Compare planned and actual costs before execution.
8. **Quality Management:** Ensure tasks align with quality standards.
9. **Resource Allocation:** Properly allocate resources and personnel.
10. **Human Resource Planning:** Analyze work operations and conduct job analysis.

Ways to Effectively Manage Assignments

1. **Create To-Do Lists:** List and prioritize tasks to maintain focus and control.
2. **Schedule Your Tasks:** Create an organized schedule with start and due dates, allowing for proper time allocation.
3. **Conduct Regular Meetings:** Discuss assignment challenges with team members and provide solutions.
4. **Delegate Tasks:** Recognize strengths and weaknesses to delegate tasks effectively.
5. **Be Committed:** Offer guidance and support to maintain team motivation.
6. **Focus on Change Management:** Adapt to new requests and manage change effectively.
7. **Keep Patience:** Remain patient and solution-oriented in the face of challenges.
8. **Keep Things Simple:** Simplify task management to enhance productivity.

Benefits of Effective Assignment Management

1. **Employee Development:** Effective assignment management promotes skill growth, job satisfaction, and motivation among public servants.
2. **Improved Quality of Work:** Public servants can produce higher-quality work when tasks are managed effectively.
3. **Resource Allocation:** Proper placement of workers optimizes resource utilization.
4. **Reduced Stress:** Well-managed assignments lead to confident and stress-free work.
5. **Timely Completion of Tasks:** Effective assignment management enables timely task completion.

6. **Accountability:** Careful planning enhances worker accountability.
7. **Enhanced Teamwork and Collaboration:** Efficient assignments foster a positive work culture, promoting collaboration and innovative solutions.

Conclusion

Effective assignment management is vital for the growth of personnel and the attainment of organizational goals. Public servants can benefit from its application in their ministries, departments, and agencies (MDAs), resulting in optimal resource utilization and higher-quality work.



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Unlocking Gen-Z's Workforce Potential

Mrs. Chidi Obiejesi, MCIPM



Introduction

Generational differences in the workplace have shaped attitudes, work ethics, and values. Understanding each generation, from Traditionalists to Generation Z, is crucial for effective communication and collaboration.

Traditionalists

- Born before 1946
- Value work ethics and respect for authority
- Prefer hierarchical leadership
- Prioritize self-sacrifice and civic-mindedness
- Dislike vulgarity

Baby Boomers

- Born between 1946 and 1964
- Optimistic with a strong work ethic
- Have mixed feelings about authority
- Prefer consensus-based leadership
- Value personal gratification and teamwork
- Averse to political incorrectness

Generation X

- Born between 1965 and 1980
- Skeptical with a balanced work ethic
- Less impressed by authority
- Value competence-based leadership
- Hesitant to commit in relationships
- Dislike clichés and hype

Millennials

- Born between 1981 and 1996
- Approach work with hopefulness
- Have a relaxed view of authority
- Seek leadership through achievement
- Prioritize loyalty and inclusivity
- Averse to cynicism and condescension

Generation Z

- Born after 1997
- Seek meaning and purpose
- Challenge traditional authority
- Prefer leadership by example and participation
- Prioritize relationships and goal-oriented perspectives
- Dislike being shut down

Strategies for Leading and Managing Generations

- Initiate conversations about generations
- Ask about needs, aspirations, and preferences
- Offer a variety of options
- Personalize your leadership and management style
- Build on strengths
- Embrace diversity and inclusiveness

The Work, The Worker, and the Workplace

- **The Work:** Focus on meaning, resonance with values, alignment with the organization's vision, recognition of human rights, and tailoring to experience.
- **The Worker:** Clarify rights and responsibilities, decision-making power, deliverables/outcomes, rewards, and growth opportunities.
- **The Workplace:** Prioritize productivity, authenticity, safety, trust, mutual respect, and engagement.

Unveiling Generation Z

- Social butterflies
- Master multi-taskers
- Aspiring entrepreneurs
- Committed to education
- Philanthropic hearts
- Digital natives
- Interactive spirits
- Tech-savvy optimists
- Short attention span
- Financial caution

Sourcing the Gen Z Talent

- Gen Z prefers skills-based certifications over degrees, so employers should value these qualifications.
- Organizations should consider non-traditional talent sources like self-learners and freelancers to tap into Gen Z's unique skills.
- To attract and retain Gen Z talent, companies must align with their values of purpose-driven work, diversity, sustainability, and social responsibility.

Tips for Recruiting and Retaining Gen Z

- Design an inviting office space
- Address their social needs
- Offer personal growth opportunities
- Foster a friendly and fun environment

Managing the Gen-Z Workforce: Strategies

- Embrace modern management practices that emphasize flexibility, collaboration, and open communication for Gen Z's preference for innovation.
- Streamline processes to align with Gen Z's value for efficiency, removing unnecessary bureaucracy.
- Provide clear and concise job descriptions to help Gen Z employees understand their roles and responsibilities.
- Establish measurable performance metrics and provide regular feedback for Gen Z's results-oriented approach.
- Implement micro-training for on-demand and relevant skill development to cater to Gen Z's learning preferences.
- Prioritize personal development through mentorship and opportunities for skill enhancement to motivate Gen Z employees.
- Foster a friendly and enjoyable work environment with team-building activities and recognition to boost morale and productivity among Gen Z workers.

Conclusion

Generation Z is poised to shape the modern workforce. Organizations that recognize and embrace their values and priorities will attract and retain the brightest Gen Z talent, ensuring an innovative future for the world of work.

Effective HR Strategies for Attracting and Retaining Top Talents

Mr. Tunde Adebayo, FCIPM



Introduction

In today's competitive job market, attracting and retaining top talent is a crucial challenge for organizations. This presentation explores talent acquisition and retention, emphasizing Employee Value Proposition (EVP) and employee experience. It covers strategies for attracting passive candidates, reasons for employee turnover, and HR strategies for talent retention, highlighting the evolving priorities of employees beyond compensation.

Understanding the Employee Journey

To grasp talent acquisition and retention dynamics, we break down the employee journey into four stages:

- **Employee Value Proposition (Promise):** What you promise potential employees.
- **Employee Experience (Reality):** What employees encounter while working.
- **Employee Engagement (Response):** How employees emotionally connect with their work.
- **Employee Retention + Customer Satisfaction (Result):** The outcome affecting business success.

Attracting Top Talent

- **Leverage Social Media:** Use digital platforms for initial contact and engagement.
- **Talent Solution Tools:** Employ AI-powered tools to connect with potential talent.
- **Source Inside-Out:** Involve existing employees in recruitment efforts.
- **Source for Passive Candidates:** Build relationships with in-demand, employed candidates.

Why Employees Leave Organizations

- **Controllable Factors:** 68% of employees leave due to factors within the organization's control.
- **Sense of Belonging:** 51% leave due to a lack of belonging.
- **Immediate Managers:** 54% cite managers as a reason for departure.
- **Career Growth:** Lack of career development pushes employees to leave.

Attrition and Attraction Drivers

Factors that influence attraction and retention:

1. **Compensation:**
 - **Attraction:** Competitive salaries and benefits packages can lure top talent to your organization.
 - **Retention:** While pay is important, it's not the sole factor. Employees often prioritize other aspects once they are on board.
2. **Recognition:**
 - **Attraction:** Promising a culture of appreciation and recognition can entice candidates who seek acknowledgment for their contributions.
 - **Retention:** Regular recognition and rewards for a job well done boost morale and job satisfaction.
3. **Development Opportunities:**
 - **Attraction:** Offering opportunities for skill development and growth can attract candidates looking to enhance their capabilities.
 - **Retention:** Employees want to continually learn and grow in their roles. Providing avenues for development keeps them engaged.

4. Career Opportunity:

- **Attraction:** The promise of a clear career path and opportunities for advancement can appeal to ambitious candidates.
- **Retention:** Lack of growth opportunities is a common reason employees leave. Encourage career progression within your organization.

5. Location:

- **Attraction:** A desirable location, whether it's a vibrant city or a serene countryside, can be a significant draw for potential employees.
- **Retention:** For existing employees, a convenient and comfortable location can contribute to their overall job satisfaction.

6. Health Benefits:

- **Attraction:** Attractive health benefits packages can be a strong enticement, especially for candidates with families.
- **Retention:** Good health benefits contribute to employee well-being and can reduce stress, which positively affects retention.

7. Manager Quality:

- **Attraction:** Highlighting supportive and competent managers can attract candidates seeking a positive working relationship with their superiors.
- **Retention:** The quality of managers is pivotal. Poor management is a leading cause of employee turnover.

8. Work-Life Harmonization:

- **Attraction:** Promoting a healthy work-life balance can be appealing to candidates valuing their personal time.
- **Retention:** Maintaining work-life balance ensures employees don't burn out, which can lead to improved retention rates.

9. Respect:

- **Attraction:** Promising a respectful and inclusive workplace can attract candidates who want to be part of a harmonious team.
- **Retention:** Creating a culture of respect fosters a positive work environment, reducing conflicts and enhancing job satisfaction.

10. Technology:

- **Attraction:** State-of-the-art technology and tools can draw candidates who want to work with cutting-edge resources.
- **Retention:** Ensuring employees have access to the latest technology can improve efficiency and job satisfaction.

Retention Strategies

To retain top talent, consider these strategies:

- **Prioritize Culture:** Build a compelling company culture.
- **Manage/Lead with Trust:** Trust is essential for reducing turnover.
- **Provide Opportunities:** Offer career development and mentorship.
- **Employee Recognition:** Implement performance recognition programs.
- **Leverage Employee Engagement Platforms:** Use data and seek employee input.
- **Effective Communication of Total Rewards:** Ensure employees understand their compensation and benefits.
- **Avoid Micromanagement:** Trust employees and provide clear direction.
- **Promote Belonging and Inclusiveness:** Encourage diversity and inclusion.
- **Additional Initiatives/Benefits:** Offer generous paid time off, wellness programs, fitness centers, and feedback sessions.

Conclusion

Attracting and retaining top talent goes beyond salary. HR plays a vital role in creating a positive employee experience. By implementing these strategies, we can build thriving workplaces that benefit both organizations and employees in the long run.

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